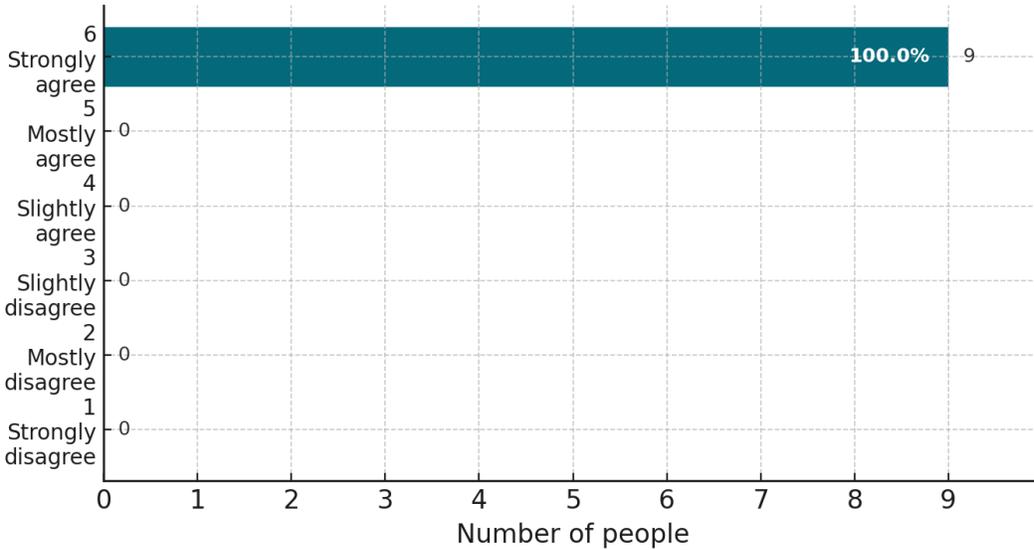


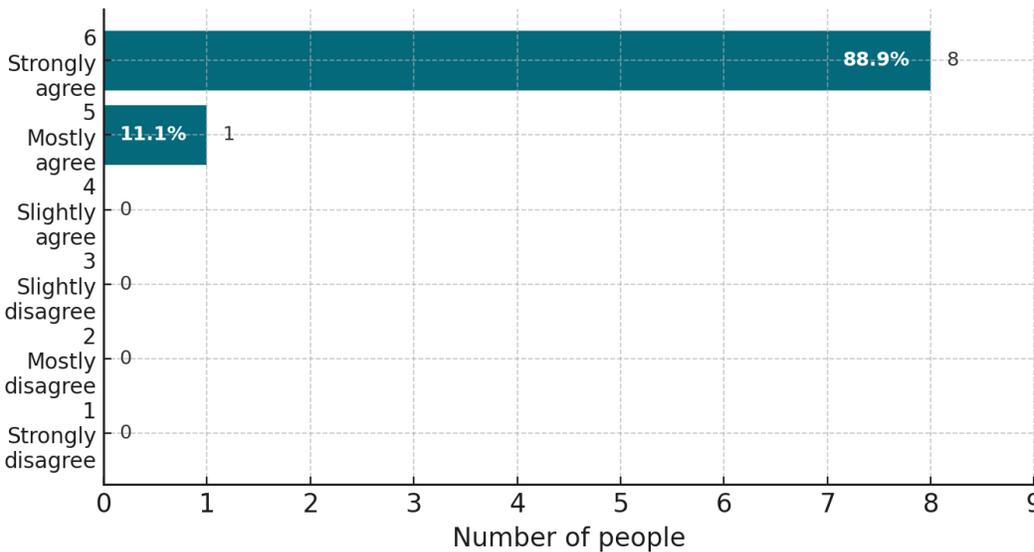
Sudbury Police - Feedback Report

RESIDENCY 1, SEPTEMBER 17-19, 2025

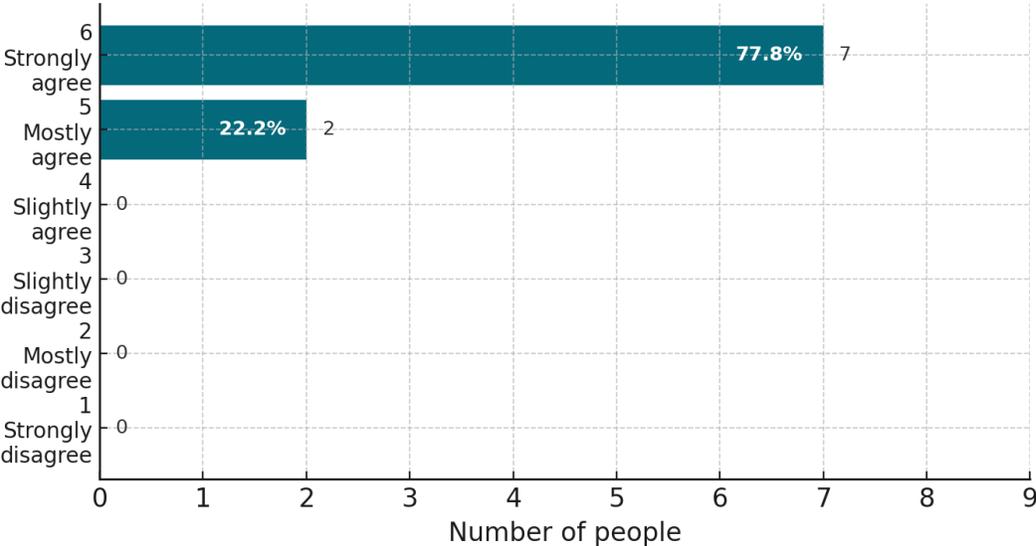
The learning I have done over these past 3 days has been a valuable use of my time.



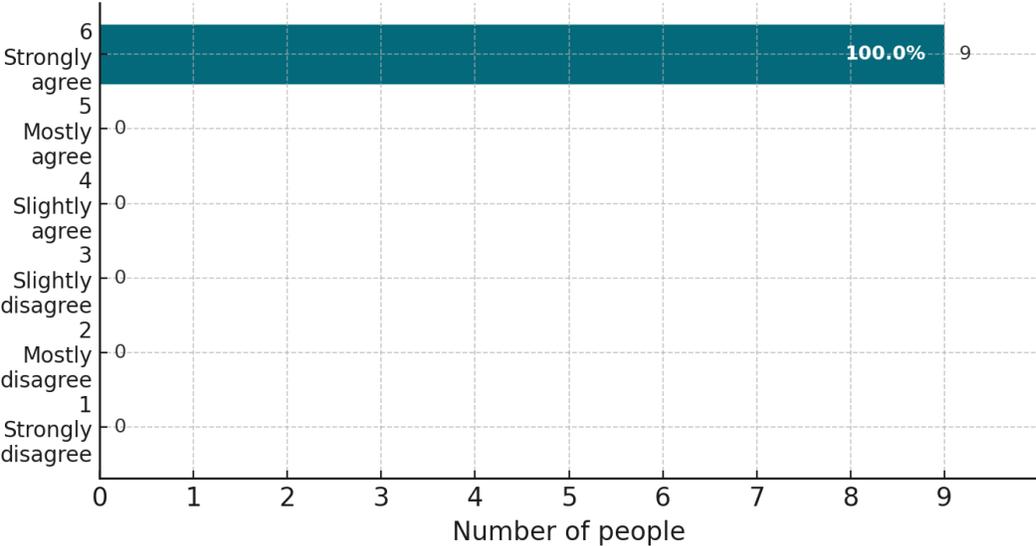
The material, skills, and goals from this learning will positively impact my own work.



The material, skills, and goals from this learning will positively impact my work with my team.



The material, skills, and goals from this learning will positively impact my work with my organization.



Text responses have been randomly shuffled to maintain confidentiality.

Between now and the next session, I will be focussing on:

- More deliberate facetime with members in my own unit to allow for personal connection, both emotional and professional support, provide safe space for sharing. Assuming the positive in my communication with my team. Being honest in my communication with my team. Dedicating time to ensure level 3 listening when meeting with my personal team and other senior leaders.
- Trusting our group charter-positive intent.
- Participating more as a team, working on my own personal growth and confidence.
- Being more present without distractions. Seek honest feedback and reflect regularly. Work on clarity, transparency, and consistency in messaging. Model healthy work-life balance.
- Being more present and listening to those I am with.
- Being a better listener.
- Remain curious and continue to reflect and action the material provided, and contracts created in the sessions we just completed.
- Maximizing leadership influence / based on type.
- I believe that we did this as a group in class and Heather captured the information.

What supports do you need to meet your leadership goals?

- I believe that we did this as a group in class and Heather captured the information.
- Feedback, learning opportunities, organizational backing, a team that understands my vision and supports my direction.
- Going forward it will be a personal commitment to put the new tools/knowledge in place, it will be a team commitment to ensure the same approach is put into place. I would also benefit from some personal coaching, learning is a life long journey. I am committed to being a better leader for the community, the organization, the leadership team and my immediate team/division.
- Coaching and mentorship to improve how I communicate with my team to improve trust and collaboration
- I need self-awareness and opportunities to practice better listening skills
- Administrative support - however that is independent of this learning. Administrative support would allow me to better meet these goals.
- It was mentioned that one-on-one coaching will be available later and I will be requesting this.
- Informal
More relationship-building outside of work.
- A bit more structure within our SLT team, to feel supported, and a part of the team. I think our group agreements with assist with this.

Please provide any other feedback or suggestions for improvement:

- No, I really enjoyed the time together. I was very nervous, but in the end, I am very grateful that we were able to come together as a team.
- NIL
- Creating a team that trusts each other and feels supported by leadership.
- This was long overdue for our team and I believe very strongly that we as a unit are poised for greatness moving forward.
- It was all great, thank you.
- Additional time to go through the reference material in a little more detail.
- Nothing to note, training was so well received by all members.
- Enjoyed the first three-day session, the style of learning and environment was established well for learning in a space that not all felt comfortable in as the sessions started day 1. By the last of the three days it was clear that the team in attendance was all looking for a similar outcome and together has put together a shared commitment.
- Nothing I can think to improve except for full days seem better. I was mentally wiped Friday afternoon and came in with lots on the brain on Wednesday.